



City of
Ville d' Ottawa

CHIEF ADMINISTRATIVE OFFICER
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CPW 2000/0100

June 2, 1992

Mr. Christopher Brown
Allergy & Environment Health
Association - Ottawa Chapter
6267 Castille Court
Orleans, ON
K1C 1X4

Dear Mr. Brown:

Employment Equity is about to become law in this province. In the last few months, the City of Ottawa, having decided to take a pro-active approach to the implementation of this endeavour, has been preparing a five year Employment Equity Work Plan.

While most of us agree on the principles of employment equity, of fair representation of designated groups in our work place and of the removal of barriers from our employment system, the challenge, which is before us, is to agree on how to achieve these goals.

We are therefore tabling, for wide consultation, the Employment Equity Work Plan prepared by the Human Rights and Employment Equity staff in my Office. Since it is vital that all interested parties have the opportunity to contribute their ideas, concerns and recommendations, we are opening these consultations to all levels of management, to other staff, to Union Representatives, to Designated Group Representatives and to the public-at-large.

As initial projected endeavours include the establishment of an Employment Equity Advisory Committee, the development of an Employment Equity Policy and conducting a Work Force Census, it is consequently imperative that Designated Group Associations, provide early input into the process.

Attached please find the proposed agenda and support material for the consultation to be held with the Disabled Citizens Group Associations on June 24, 1992 in Whitton Hall with regards to the City of Ottawa Employment Equity Program. The session is scheduled to begin at 7:30 p.m. and to last until 9:30 p.m. Specifically, you will find enclosed the

Executive Summary as well as an abbreviated version of the proposed Employment Equity Work Plan, dealing with Components 1, 2 and 3 of the Work Plan. Other components will be forwarded to you at a later date. Consultations on the remainder of the Work Plan are scheduled for early Fall.

These documents are being provided to you in advance of the upcoming meeting, the purpose of which will be to provide an overview of the overall program as well as to seek your advice relative to the three first components of the Work Plan.

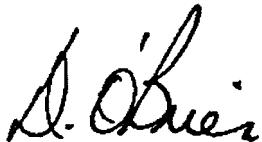
This program will have far reaching implications for the City of Ottawa and hence the upcoming session is extremely important to all of us as we prepare for its implementation.

Should you require additional information, please do not hesitate to contact the Human Rights/Employment Equity staff in my Office, Camylle Tremblay-Choquette, the Manager of the Program and Michael Smith, the Human Rights and Employment Equity Officer.

We ask that you confirm your participation by calling Louise Proulx at 564-1428 at least two days prior to the Consultation. We also ask that, you inform us of any special needs which you may require, as soon as possible.

We look forward to working with you to ensure that the Employment Equity Work Plan is effective in ensuring a representative work force at the City of Ottawa and in removing barriers to equal opportunity for the designated groups.

Yours truly,



David S. O'Brien
Chief Administrative Officer

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Attach.